

IN THE UNITED STATES DISTRICT COURT  
FOR THE NORTHERN DISTRICT OF TEXAS  
DALLAS DIVISION

JOSEPH SIEGEL, DAVID L. POWELL, §  
and GENE A. GRANT II, §

*Plaintiffs,* §

v. §

COMPASS BANK d/b/a BBVA COMPASS, §

*Defendant.* §

CIVIL ACTION NO. 3:18-CV-01023-X

**DEFENDANT'S SUPPLEMENTAL PROPOSED JURY INSTRUCTIONS**

Defendant Compass Bank d/b/a BBVA Compass (“Compass Bank”) hereby submits the following supplemental proposed jury instruction and questions.

**PROPOSED JURY INSTRUCTION NO. 16a<sup>1</sup>**

**Limitations**

Before a plaintiff can file a lawsuit alleging discrimination or retaliation on the basis of national origin, age, or disability, the plaintiff must first file a charge of discrimination with the Equal Employment Opportunity Commission (the “EEOC”), or another state or local agency, within 300 days of the date the alleged discrimination or retaliation. If, after investigation, the agency issues a right-to-sue letter to the plaintiff, the plaintiff has 90 days from receipt of that letter to file a lawsuit based on the allegations in the charge of discrimination.

ACCEPTED: \_\_\_\_\_

REJECTED: \_\_\_\_\_

To which rejection, Compass Bank hereby objects.

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UNITED STATES DISTRICT JUDGE

**AUTHORITY:**

42 U.S.C. § 2000e-5(e)(1), (f)(1); 29 U.S.C. § 626(d)(1), (e); 42 U.S.C. § 12117(a).

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<sup>1</sup> Compass proposes that this instruction be inserted after its Proposed Jury Question No. 5, which itself follows Proposed Jury Question No. 16.

**PROPOSED JURY QUESTION NO. 5a**

**Limitations (Title VII—Discrimination)**

**Did Plaintiffs Powell and Grant file charges of discrimination with the EEOC or another state or local agency alleging that Compass Bank discriminated against them on the basis of national origin within 300 days of the alleged discrimination?**

**Answer “Yes” or “No.”**

**Plaintiff Powell: \_\_\_\_\_**

**Plaintiff Grant: \_\_\_\_\_**

**ACCEPTED: \_\_\_\_\_**

**REJECTED: \_\_\_\_\_**

To which rejection, Compass Bank hereby objects.

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UNITED STATES DISTRICT JUDGE

**AUTHORITY:**

42 U.S.C. § 2000e-5(e)(1).

**PROPOSED JURY QUESTION NO. 5b**

**Limitations (Title VII—Retaliation)**

**Did Plaintiffs Powell and Grant file charges of discrimination with the EEOC or another state or local agency alleging that Compass Bank retaliated against them for their opposition to and reporting of alleged discrimination on the basis of national origin within 300 days of the alleged retaliation?**

**Answer “Yes” or “No.”**

**Plaintiff Powell: \_\_\_\_\_**

**Plaintiff Grant: \_\_\_\_\_**

**ACCEPTED: \_\_\_\_\_**

**REJECTED: \_\_\_\_\_**

To which rejection, Compass Bank hereby objects.

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UNITED STATES DISTRICT JUDGE

**AUTHORITY:**

42 U.S.C. § 2000e-5(e)(1).

**PROPOSED JURY QUESTION NO. 5c**

**Limitations (ADEA—Discrimination)**

**Did Plaintiffs Powell and Grant file charges of discrimination with the EEOC or another state or local agency alleging that Compass Bank discriminated against them on the basis of age within 300 days of the alleged discrimination?**

**Answer “Yes” or “No.”**

**Plaintiff Powell: \_\_\_\_\_**

**Plaintiff Grant: \_\_\_\_\_**

**ACCEPTED: \_\_\_\_\_**

**REJECTED: \_\_\_\_\_**

To which rejection, Compass Bank hereby objects.

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UNITED STATES DISTRICT JUDGE

**AUTHORITY:**

29 U.S.C. § 626(d)(1).

**PROPOSED JURY QUESTION NO. 5a**

**Limitations (ADEA—Retaliation)**

**Did Plaintiffs Powell and Grant file charges of discrimination with the EEOC or another state or local agency alleging that Compass Bank discriminated against them on the basis of national origin within 300 days of the alleged discrimination?**

**Answer “Yes” or “No.”**

**Plaintiff Powell: \_\_\_\_\_**

**Plaintiff Grant: \_\_\_\_\_**

**ACCEPTED: \_\_\_\_\_**

**REJECTED: \_\_\_\_\_**

To which rejection, Compass Bank hereby objects.

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UNITED STATES DISTRICT JUDGE

**AUTHORITY:**

42 U.S.C. § 2000e-5(e)(1).

**PROPOSED JURY QUESTION NO. 5e**

**Limitations (ADA—Discrimination)**

**Did Plaintiff Powell file a charge of discrimination with the EEOC or another state or local agency alleging that Compass Bank discriminated against him because of his diabetes within 300 days of the alleged discrimination?**

**Answer “Yes” or “No.”**

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ACCEPTED: \_\_\_\_\_

REJECTED: \_\_\_\_\_

To which rejection, Compass Bank hereby objects.

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UNITED STATES DISTRICT JUDGE

**AUTHORITY:**

29 U.S.C. § 626(d)(1); 42 U.S.C. § 12117(a).

Respectfully submitted,

/s/ Michael R. Buchanan

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**CERTIFICATE OF SERVICE**

I hereby certify that on January 11, 2021, I electronically transmitted the attached document to the Clerk of the Court using the Courts' CM/ECF filing system. The Clerk of Court will transmit a Notice of Electronic Filing to all counsel of record, including the following ECF registrants:

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